

2-3-2008

## Resist Steering Committee Meeting, Feb. 3, 2008

Resist

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### Recommended Citation

Resist, "Resist Steering Committee Meeting, Feb. 3, 2008" (2008). *Resist Board Meeting Minutes*. 339.  
<https://digitalrepository.trincoll.edu/minutes/339>

**RESIST Board Meeting**  
**Minutes**  
**February 3, 2008**

**Present:** Nikhil Aziz, Cynthia Bargar, Robin Carton, Miabi Chatterji, Diana Digges, Kay Mathew, Yafreisy Mejia, Jim O'Brien, Carmen Rau, Camilo Viveiros. **Attending:** Malika McCray, Christy Pardew.

**1. Agenda Review**

**2. Minutes of December Board meeting: Deferred**

December Board minutes were not available for approval and so were deferred until the April meeting for approval.

**3. Grants decisions/ Process**

\$41,500 was allocated. We had \$30,000 to spend. February is not as small a cycle as it once was. "Flattening out" now – we don't have huge spikes in proposals received. Total for non-full funding was \$15,000. Policy/practice in past – "everyone shares in the pain." Done not to overly penalize anyone.

Robin: Board can pick a target amount to put into pot. Finances: last year came out very well. Started January with a bang. Can we predict future funding this year – haven't seen evidence of downturn, but not sure we can replicate last year's fundraising successes. Balance to weigh. Did not have to use income from bequest as we could have. Have balanced budget on back of grant program in past.

Diana: past five years have not done well enough to go over the allocated amount.

Robin proposed: Let's add in to get to \$37,000. She will make best effort to allocate fairly and let us know. Cynthia seconded. Passed.

**Reflect, review**

- Diana: We had to rely on Robin. We seem to make grantees jump through lots of hoops.
- Camilo: Statewide groups – how can they coordinate? One person groups- many started that way, but what is transparency? Are they conscious of their role?
- Robin: Great process. Reminded of wealth of knowledge on the Board. Yafreisy and Robin will always play the intermediary role. Issue: is it too intrusive – power balance?
- Miabi: Exciting. Go through grants and see the work that's out there. Uplifting. Also dynamic seems healthy on Board.
- Jim: Better able to read the proposals this time-3<sup>rd</sup> meeting.
- Carmen: Always glad to be back.
- Nikhil: Energy and discussion always great. Three new people is great. Issue of not enough money nagging. Could we see some of the groups sometime that don't make it through?
- Cynthia: Great to have new people. Wished she had looked at websites of groups.
- Kay: Encourage people to write stronger proposals. Interesting and went smoothly.
- Yafreisy: Really enjoyed. Malika and Christy felt well-integrated. Appreciates Camilo all the time.
- Malika: Only good things to say. Question what we tell grantees.

(If Board says send a letter, we do. Otherwise, more general re partial – they then tend to call and Robin discusses.)



#### **4. Political Discussion:**

- Is this election really different from others or do we always say this because times seem so bad?
- Do progressive foundations like Resist have a role to play?
- How might the elections affect our funding and our grantmaking?

Not much discussion. Not a topic that inspired us.

#### **5. Committee Business:**

##### **a) Finance**

Ended 07 well. Did very well in December. Also in January. New prospecting package (David and Goliath) did very well. Pledges have gone up and 40<sup>th</sup> anniversary fundraising of course added to the success of 07. Some direct mail lists that we used include: Pathfinder Intl.; Grassroots, Rosenberg Fund for Justice, STITCH and more. Some first time donors gave \$1,000.

Catherine Brady is now on the Finance Committee. May need a CPA on our finance committee or staff under new financing regulations.

##### **b) Fundraising**

Committee just met. Donors at every level have been increasing their giving. Hit 1% benchmark with prospect mailing. Bringing in about 600 new donors per mailing.

In 2006 a lot of donors lost jobs, were affected by stock market (fewer shares or value of shares didn't remain constant between two years). Mailings weren't doing that well in 2006. Also decrease in number of newsletters sent (due to shift to the e-newsletter) may have contributed to drop in income.

Re Board giving. Fundraising committee suggests that all members become pledges. There was discussion as to whether the Board should be required to donate a specific amount or not. Carmen suggests pledge forms for Board members at the next meeting. Nikhil noted that a 100% giving rate for Board members was critical in bringing in new donors.

##### **c) Communications**

Has not met yet. Working on scheduling a meeting in the next two weeks.

March/April issue of newsletter: Youth organizing

Immigration- Nikhil: important now.

Regional focus- Nikhil: region as opposed to theme would be good.

##### **d) Grants**

Coming up with revisions to applications. Will bring new recommendations to the next meeting. Cynthia will send a zip code website to committee to access diversity stats.

##### *Proposal*

In order to be eligible to apply for a multi-year grant, an applicant must have received the maximum funding available for its most recent general support award.

##### **e) Board R&R**

###### *Board Elections:*

The Board voted for these positions:

Kay Mathew:	Chair
Jim O'Brien:	Treasurer
Yafreisy Mejia:	Clerk

We still need to find an at-large member.

### *Recruitment*

What is the ratio for people of color/white board members? What is the wording/intent of past board decisions? Is it 2 people of color for every 1 white person recruited, or on the board at any given time? Is it a goal? How do we measure the success of that goal? The R&R committee will evaluate past minutes and present this discussion again at the April meeting.

The Board voted to invite Jen Wilsea and Warren Goldstein-Gelb to join the board, but they will start after 2 people of color have been recruited. We are in the process of recruiting Melissa Carino and Sarath Soung. Nikhil suggested recruiting Mezhu Lui, Juan Leyton, and Guillermo from Solidaridad. Malika will follow up with him.

We ran over time, so Board members will email Malika their evaluations of Board duties.

### **6. Reflections**

Political discussion without a facilitator - problem

Too long at lunch.

Luxury of time was good – extra time at lunch good

Political discussion – topic was flat

Good meeting, said important things, made decisions



**February 2008  
Grant Decisions**

**Multi-Year**

*Renewals*

**1. Salem/Keizer Coalition for Equality** **\$3,000**

P.O. Box 4296, Salem, OR 97302     Annalivia Palazzo-Augulo     503/363-3909  
[www.heartdeoregon.com](http://www.heartdeoregon.com)

Funding for year three of multi-year general support to organize and advocate for equality in education, human rights, and accountability from policymakers regarding justice based issues.

Decision:     Full     ☒ \_\_\_\_\_

*New*

**2. San Lucas Workers Center** **\$3,000**

2914 W. North Avenue, 3rd Floor, Chicago, IL 60647     Ari Glazer     773/573-6633  
[www.sanlucasworkers.com](http://www.sanlucasworkers.com)

Multi-Year funding for US-born and immigrant day laborers using direct action, community pressure, press exposure and policy work to force day labor agency owners to stop abusive practices.

Decision:     Full     ☒ \_\_\_\_\_

Comments:

Responded to prior Board issues well. Good strategy to go after client companies rather than just temp agencies. Board is made up of 3/4 day laborers.

**3. South Carolina Progressive Network** **\$3,000**

P.O. Box 8325, Columbia, SC 29202     Brett Bursey     803/808-3384     [www.scpronet.com](http://www.scpronet.com)

Multi-year funding for a statewide coalition that works to create a grassroots mechanism for affecting public policy.

Decision:     Full     ☒ \_\_\_\_\_

Comments:

Good reference. South Carolina is a tough place to organize.

**4. Syracuse Peace Council** **\$1,200**

924 Burnet Avenue, Syracuse, NY 13203     Andy Mager     315/472-5478     [www.peacecouncil.net](http://www.peacecouncil.net)

Multi-year funding to organize toward a world where war, violence and exploitation in any form will no longer exist.

Decision:     Partial     ☒ \_\_\_\_\_     One Year     ☒ \_\_\_\_\_

Comments:

Not new or exciting. Starting to look at diversity- but no clear push forward on this issue. No details on what outreach efforts to other communities exist.

**5. Tennessee Alliance for Progress (TAP)**

P.O. Box 60338, Nashville, TN 37206 Nell Levin 615/226-8070

[www.tennesseeallianceforprogress.org](http://www.tennesseeallianceforprogress.org)

Multi-year funding for a statewide organization working to build healthy families and communities in Tennessee.

Decision: Partial ☒ One Year ☒

Comments:

Not strong responses to #11. Good reference from Appalachian Community Fund. Send a letter regarding need to take a stand on political positions.

**6. Texas Moratorium Network**

**\$1,600**

3616 Far West Blvd, #117, Box 251, Austin, TX 78728 Scott Cobb 512/302-6715

[www.texasmoratorium.org](http://www.texasmoratorium.org)

Multi-year funding for an organization that fights for a statewide moratorium on executions in Texas and ultimately for an end to the use of the death penalty.

Decision: Partial ☒ One Year ☒

Comments:

Some issues regarding how well the director is able to work with allies.

**7. Whatcom Peace & Justice Center**

**\$1,250**

100 E. Maple Street, Bellingham, WA 98227 Marie Marchand 360/734-0217 [www.whatcompjc.org](http://www.whatcompjc.org)

Multi-year funding to oppose US military action in the Middle East and change US foreign policy through public protest, legislative advocacy and community education.

Decision: Partial ☒ One Year ☒

Comments:

**General Support**

**Community Organizing/ Anti-Racism**

**8. Catalyst Project**

**\$2,700**

522 Valencia St, #2, San Francisco, CA 94110 Betty Jeanne Rueters-Ward 415/235-1820

[www.collectiveliberation.org](http://www.collectiveliberation.org)

Funding for a political education and movement building center that prioritizes anti-racist work with white sectors of the left and multiracial alliance building.

Decision: Full ☒

Comments:

Glowing references. Christy and Camilo have both worked with them. Anne Braden Project is ambitious and a good idea. Need to make sure they continue to move beyond being merely a discussion or support group. They do seem to build real accountability relationships. Seem to be missing a detailed class analysis.



**9. Central District Organization****\$1,600**

2452 Massachusetts St., Gary, IN 46402      Lori Peterson      219/886-1522  
www.myspace.com/midtowncdo

Funding to build a coalition in Gary's Midtown/Central District Neighborhood that will organize for social and economic justice.

Decision:              Partial                x  

Comments:

Good reference which was abbreviated by a snowstorm.

**10. Manos Unidas****\$3,000**

35 Fenn Street, Pittsfield, MA 01201      Anaelisa Vanegas      413/243-9121  
www.unitedmanos.blogspot.com

Funding to work towards equality and justice for Latino, immigrant, youth and lower income community members in the region.

Decision:              Defer                x  

Comments:

Carol Gomez had some good things to say about them. Camilo has worked with Anaelisa on a campaign a number of years ago. Defer for more references.

**11. Movimiento por Justicia del Barrio****\$2,700**

125 E. 105th Street, New York, NY 10029      Juan Haro      212/561-0555  
movementforjusticeinelbarrio@yahoo.com

Funding for an immigrant-led social justice organization in East Harlem which organizes for housing justice and against gentrification.

Decision:              Full                x  

Comments:

Terrific references. May be a good "Hell Yes" candidate. Come for a Multi-Year grant next time.

**Economic Justice****12. Minnesota Citizens Federation - Northeast****\$900**

2110 W. First Street, #102, Duluth, MN 55806      Buddy Robinson      218/727-0207  
www.citizensfed.org

Funding to work towards economic justice with a particular focus on creating affordable health care for everyone.

Decision:              Partial                x  

Comments:

Collaborate with a lot of mainstream groups. Not an in-depth analysis of how health care issues affect low-income people or people of color. Get CCHD money and take no position on reproductive choice. Send a letter regarding their lack of position.

**13. Parents Organizing for Welfare and Economic Rights: POWER****\$2,700**

701 Franklin Street, SE, Olympia, WA 98501 Monica Peabody 360/352-9716

www.myspace.com/parentsorganizing

Funding for an organization of low-income parents advocating for changes in the welfare system and working to eradicate poverty.

Decision: Full ☒

Comments:

Terrific references. Led by people most affected.

**Environmental Justice****14. Blue Mountains Biodiversity Project****\$1,200**

27803 Williams Lane, Fossil, OR 97830 Karen Coulter 541/468-2028

Funding promote long term systemic social change to end root causes of ecological destruction and social injustice.

Decision: Partial ☒

Comments:

Seems to be primarily a one-person show. Is work more political education than organizing? Seem to be connecting to the local community in an attempt to reach beyond the choir. Good references. Application is still hard to read.

**15. Global Justice Ecology Project****\$2,700**

P.O. Box 412, Hinesburg, VT 05461 Anne Petemann 802/482-2689

www.globaljusticeecology.org

Funding to advance global justice and ecological awareness through promoting an ecological analysis within the global justice movement and an economic analysis within the environmental movement.

Decision: Full ☒

Comments:

Grassroots works with them directly on a joint campaign regarding certain large companies. They play a great role. Are local in Vermont but have a global perspective.

**Health/AIDS Disability Rights****16. Civilian Medical Resources Network****\$1,600**

4360 NDCBU, 309 Valverde Street, Taos, NM 87571 Howard Waitzkin 575/758-4647

Funding to organize around the unmet medical and psychological needs of GIs as a means of working towards peace and the reduction of militarism.

Decision: Partial ☒

Comments:

Seems to have good potential. Innovative way to reach active duty GI s and bring an quiet anti-war message.



**17. Deaf & Deaf-Blind Committee on Human Rights****\$1,250**

3650 Clague Road, #102, North Olmsted, OH 44070 Heather Kendel 440/801-1998

[www.DeafHumanRights.org](http://www.DeafHumanRights.org)

Funding to educate and organize around the basic economic human rights to communication, housing health care, education and living wage jobs for deaf and deaf-blind people.

Decision: Partial ☒

Comments:

Assist them with access to other funding resources, including Disability Funders Network.

**Labor Rights****18. Comite de Barrio****\$1,600**

2000 Texas Ave., El Paso, TX 79901 Jackie Tellez 915/533-9710

[www.mujerobrera.org/comitedebarrio](http://www.mujerobrera.org/comitedebarrio)

Funding to raise awareness and promote change in the dangerous environmental conditions facing South Central El Paso residents.

Decision: Partial ☒

Comments:

Still not clear if they are separate from la Mujer Obrera. Issues are important that they are working on. Important to take a chance.

**18a. Fuerza Laboral****\$2,700**398 Dexter Street, Central Falls, RI 02863 Gregory Pehrson 401/725-2700 [www.fuerzalaboral.org](http://www.fuerzalaboral.org)

Funding to empower immigrant and low-income workers to achieve fair, equal, and dignified working conditions.

Decision: Full ☒

Comments:

Are feisty and effective. Inspire other groups.

**Native Americans/Native Peoples Rights****19. Alianza Indigena Sin Fronteras****\$900**P.O. Box 826, Tucson, AZ 85701 Jose Matus 520/770-1373 [www.indigenasfronteras.org](http://www.indigenasfronteras.org)

Funding to promote respect for Indigenous human/civil rights and organize around sovereignty, border rights and environmental protection of Native lands and sacred sites.

Decision: xPartial ☒

Comments:

Some concerns about independence from Coalicion de Derechos. Important to support the work.

## Peace/Antimilitarism

### 20. Global Network Against Weapons and Nuclear Power in Space

P.O. 652, Brunswick, ME 04011 Bruce Gagnon 207/729-0517 www.space4peace.org

Funding to organize opposition to the nuclearization and weaponization of space.

Decision: No ☒

Comments:

No positions on a variety of issues. No clear sense of what the network really is- who are the active members. Not clear there is sufficient organizing- is it mostly education?

### 21. Peace Action - Cleveland

10916 Magnolia Drive, Cleveland, OH 44106 Chantal Dothey 216/231-4345

www.peaceactioncleveland.org

Funding to counter the methods used by military recruiters in Cleveland's high schools and to provide accurate information to students and their parents.

Decision: No ☒ Undecided

Comments:

Diversity is lacking. Not clear they are making connections to communities of color. Few positions.

## Prisoners Rights

### 22. CURE- National Death Row Assistance Network

6 Tolman Road, Peaks Island, ME 04108 Claudia Whitman 207/766-2418 www.ndran.org

Funding to assist capital case defendants, prisoners and family members and to reduce the number of death sentences and executions in the United States.

Decision: No ☒

Comments:

Poor references. Does not seem more than a one-person show.

## Emergency

### 23. Peace Action - New Hampshire

\$500

P.O. Box, 771, Concord, NH 03302 Anne Miller 603/228-0559 nhpeaceact@igc.org

Funding for an emergency grant to raise issues about the war/occupation in Iraq and the failure to use funds to meet human needs.

Decision: Full ☒

Total Number of Grants:	16 general support grants; 7 multi-year grants; 1 emergency grant; 6 not on agenda
Total Amount Requested:	\$69,500
Total Allocation for Cycle:	\$29,920
Total Grants:	\$27,500 general support grants; \$9,000 multi-year grants; \$500 emergency grants
Total Allocated:	\$37,000
Total # of Grants Allocated:	16 general support grants; 3 multi-year grants; 1 emergency grant
Total # of Grants:	20



## Not on the Agenda

### 1. Anti-War Committee Education Fund

1313 5th Street, SE, Minneapolis, MN 55414 Leah Entenmann 612/379-3899 [www.antiwarcommittee.org](http://www.antiwarcommittee.org)  
Funding to organize a broad-based peace and social justice movement that stands in solidarity with communities affected by U.S. foreign policy both at home and abroad.

**Reason:** Meat of the work not exciting. Still almost all-white after all these years. A well-written proposal- but may not be reflective of the work. Partner with other groups.

### 2. Arab Women Active in the Arts and Media (AWAAM)

515 Saint Marks Avenue, Suite 3A, Brooklyn, NY 11238 Mona Eldahry 917/703-0488 [www.awaam.org](http://www.awaam.org)  
Funding to enable Arab and Muslim women to take leadership and make their voices heard in social justice movements.

**Reason:** Might be interesting but cannot figure out what they do. Application is very sparse and poorly written. Send a letter asking for another proposal.

### 3. Coalition to March on the RNC and Stop the War

c/o Anti-War Committee, 1313 5th Street, SE, Minneapolis, MN 55414 Meredith Aby 612/234-8774  
[www.protestrnc2008.org](http://www.protestrnc2008.org)

Funding to organize a rally and march to protest the war in Iraq on the first day of the Republican National Convention in St. Paul.

**Reason:** Is this actually a separate organization or a sub-group of the Anti-War Committee? Budget is \$145,000- but no concrete fundraising plans. Claim endorsements from major peace and justice groups- but none are listed as references.

### 4. Friends of Justice

3415 Ainsworth Court, Arlington, TX 76016 Alan Bean 817/457-0025  
<http://friendsofjustice.wordpress.com>

Funding to work in communities across Texas and Louisiana to restore due process protections to low status defendants and demand high standards of accountability for public officials.

**Reason:** What do they do? Application is unclear. Budgets and financial statements are confusing. Come back with a better proposal- more specific about their programs and history.

### 5. Oregon Peace Institute

P.O. Box 751, Portland, OR 97207 Tom Hastings 503/725-9173 [www.peacevoice.info](http://www.peacevoice.info)

Funding to promote and make available education and resources for peace and nonviolent conflict resolution in individual, community, national, global and environmental contexts.

**Reason:** 4 people placing peace commentaries in mainstream media outlets. No organizing.

### 6. Umatilla Morrow Alternatives

1115 E. Thomas Avenue, Irrigon, OR 97844 Frank Roa 541/922-0126 [www.umalt.com](http://www.umalt.com)

Funding to advocate for equality, leadership, education and dignity among all under-served minority populations.

**Reason:** Sparse application. Majority of focus seems to be on HIV/AIDS issues- but work is unclear. Can come back if more clarity in the future.

## **Board Development Committee Minutes**

**1/9/08**

**Carol, Malika, Cynthia**

### **1. General Discussion – Board workload/retention**

- We have recently lost several active board members. Two have left permanently and two are on leave, some are more active than others.
- Does something need restructuring? If so, how do we determine which aspect?
- We will have either a discussion at the Feb board meeting or an informal survey (through email). Such a discussion might include questions like:
  - a) What is most fulfilling about being on the board?
  - b) What is the most onerous/least fulfilling?
  - c) If you are new to the board, what has been your experience on other boards, in terms of what was the best use of your time?

### **2. Current board committee assignments & future possibilities**

- **Board Development Committee**

- Cynthia
- Malika
- Robin
- Catherine?
- Carol Gomez?

- **Fundraising Committee**

- Diana
- Kay
- Malika
- Carol
- Marc?
- Christy?

- **Communications Committee**

- Christy
- Carol
- Abby (for 6 mths)
- Diana
- Hank
- Ty
- Damien?
- Nikhil?
- Malika?

- **Grants Committee**

- Robin
- Yafreisy
- Camilo
- Carmen
- Miabi?



- **Finance Committee**
    - Robin
    - Yafreisy
    - Jim
    - Malika
    - Marc
  - **Executive Committee (interim)**
    - Cynthia
    - Kay
    - Marc
    - Nikhil?
    - Jim?
    - Kay?
3. Personnel committee – staff evaluations
    - When the interim executive committee meets, they will decide if a separate personnel committee is necessary
  4. Officers – E.C.
    - When the interim executive committee meets, they will decide if the executive term will be to finish the term now (which we are halfway through), or if we will begin a new 2 year term
    - We (who? Marc? Cynthia?) will follow up with other possibilities for executive committee
  5. Recruitment
    - We have several people that we are recruiting, including Warren Goldstein-Gelb (Welcome Project), Jenn Willsea (Facing History), Trudi Cohen (Honk), Sarath Soung (Prysm), Melissa Carino (BWF)
    - They have been sent board information packets, we are waiting on resumes/bios/letters of interest and Robin, Yafreisy and Cynthia will call them to follow up (see to do section at bottom)
  6. Exit Interviews
    - Malika will contact Sophia & Catherine
  7. Name change for Committee
    - To be determined – board advancement? R&R? Committee on the board?
  8. Political Discussion for next Board mtg
    - RESIST and the elections – need to flesh out more?

## **TO DO**

**Malika** will contact Sophia and Catherine to set up exit interview for March 5, 12, 26 – we will plan to spend an afternoon in town with both Sophia and Catherine

**Malika and Cynthia** need to come up with how exactly we will ask board for feedback, to chat more about political discussion, and to pick a new name

**Cynthia** will contact Marc to ask him to set up the next EC mtg, and to include on that agenda: whether the next EC term is 1 or 2 years, if a separate personnel committee is necessary, and to make suggestions for board chair/prez

**Cynthia** will follow up with Warren and Trudi Cohen

**Robin** will follow up with Jen and Sarath

**Yafreisy** will follow up with Melissa



**Executive Committee  
Minutes  
January 16, 2008**

Present: Cynthia, Kay, Marc, Yafeisy

1. DEC. BOARD MINUTES: Office has them; will prepare before next board meeting
  2. SDS EVENT: RESIST board has talked of more events this year to continue the 40th anniversary. Paul Buhle et al. have done a book about SDS; Nick Thorkelson contributed. Possible event around book. Cynthia attended successful event in NYC. Could work for us, too, if we tie event to RESIST. Buhle would likely do most of the work. We'd find a venue, help market it, etc. We will bring this to the board in February, and Cynthia will get more info from Paul and start getting possible days and ideas.
  3. FINANCE REPORT: At board meeting, we will present the 2008 budget for a second vote/affirmation as a major policy decision.
  4. FUNDRAISING REPORT: Doing quite well. Malika will take a bit of time at the board meeting to talk about this. Fundraising Committee is being reactivated as separate from the Finance Committee.
  5. COMMUNICATIONS: No Committee report. Christy will take a bit of time at the board meeting
  6. BOARD DEVELOPMENT:  
Proposed new EC: Kay (at large or pres.), Nikhil (at large or pres.), Jim (treasurer), Yafreisy (staff). Committee will check with these individuals. Two-year terms would start at Feb. board meeting
- New members and new committee memberships: See Development Committee minutes
- Personnel: E.C. will do new staff reviews and annual staff reviews for Yafreisy and Robin at the same time (March-ish). Will ask Diana if she can help. Marc will do exit interview with Carol.
- Political discussion at board meeting: RESIST and the elections
7. GRANTS REPORT:  
How about more stringent weeding to give us more time at board meetings?  
Need time at beginning of grants section of meeting to explain process to new members
  8. Board meeting assignments (chairs, food, etc.): Staff will do 2008 schedule

9. DRAFT AGENDA FOR FEB 2008 BOARD MEETING

Meet, eat, greet (9:30-9:45)

Introductions (9:45-10:00)

Agenda review (10:00-10:05)

Approve (or not) Dec. minutes (10:05-10:10)

Grants Introduction and Grants (10:10-12:45)

Review/reflect/evaluate (12:45-12:55)

Lunch (12:55-1:45)

Political Discussion (1:45-2:15)

Finance (2:15-2:20)

Fundraising (2:20-2:25)

Communications (2:25-2:30)

Grants (2:30-2:35)

Board Development (2:35-3:05)

Review/reflect/evaluate (3:05-3:15)

Adjourn (3:15)

Clean Up

10. NEXT EC MEETING: Date not set. Up to the new committee to decide.



**Finance Committee**  
**Minutes**  
**1/23/08**

**1. Review of Financial Statements**

See the Finance Narrative for specifics.

Pledge program and prospecting income are better than expected.

Is it possible to track web income that is unrelated to prior gift-giving?

The Communications Committee may want to consider sending a press release to the philanthropic press regarding the 40<sup>th</sup> Anniversary grants and the responses. Recent articles portray those with general support and multi-year grants as trend setters- RESIST has been doing this for a long time under the radar.

**2. 2008 Budget and Recommendations for Adjustments**

No changes were proposed. The Budget will be submitted to the Board again for a second vote in February.

**3. Charitable Filing Status**

About half of the states have received filing applications. Some have registered RESIST, some have raised concerns and need additional data. Nancy Greenhouse, our direct mail consultant, may have to register in a number of states as well.

**4. 40<sup>th</sup> Anniversary Fundraising**

See 40<sup>th</sup> Anniversary spreadsheet attached. In addition to terrific fundraising, RESIST gained great experience around events and auctions. Perhaps a November auction might be considered.

One result of the event was that RESIST grantee EPOCA was featured at a Jobs for the Future event.

**5 Three-Five Year Financial Plan.**

Meredith will put together a list of things that need to be considered as a part of three-year planning. The Finance Committee will review the list and ask other committees for input as part of the planning process (e.g. grants, fundraising and personnel needs). The target is to have a discussion in March and finalize the plan by June. Catherine will work with Robin and Yafreisy on this.

**6. Fundraising Report**

Nancy Greenhouse met with the staff to provide a Direct Mail 101 training regarding prospect and renewal mailings. This year there will be four renewal mailings and two prospect mailings.

The Committee felt that it would be fine for Carol to continue to come in one day per week to complete training as necessary. Carol may also end up consulting on any significant changes to the pledge program.

**7. Next Meeting**

Monday, March 17 at 9:00.



**RESIST Finance Narrative**  
**January 1, 2007, to December 31, 2007**  
*Accompanies Statement of Net Assets and Statement of Activities*

## **BIG PICTURE**

Our *net income* (income less expenses) for January 1, 2007, through December 31, 2007, was a *gain* of about \$76,764. In our annual budget for this time period, we expected to have a net gain of \$22,613.

*Income* is higher than expected by \$137,478. *Expenses* are approximately \$80,759 more than anticipated. This means we have a difference of approximately \$54,151 between where we expected to be at this time and where we actually are. For the most part, higher expenses reflect an increase in grantmaking of approximately \$60,000 and pre-paid expenses for 2008 that were incurred in 2007.

Bottom line: Based on these figures, the Finance Committee has no recommendations for amending the annual budget or revising operating plans for the year.

## **STATEMENT OF NET ASSETS (ITEM A)**

At this time, we have assets of approximately \$725,292. This is about \$67,633 more than we had in 2006. The increase in assets is primarily due to: 1) income generated from the bequest of the Estate of Phillip Schleimer; 2) an additional \$28,759 from the Estate, which was received in April, 2007; 3) higher than expected returns from 40<sup>th</sup> anniversary fundraising; and 4) higher than expected returns from direct mail fundraising.

## **STATEMENT OF NET ACTIVITIES (ITEM B)**

### ***Revenue:***

Revenue is about \$137,478 higher than budgeted: \$792,628 actual vs. \$655,150 in the budget.

#### Gifts and Pledges: \$123,234 higher than budgeted

- *Internal mailing* contributions are approximately \$8,933 less than budgeted. Income from the pledge program and appeals to current donors is higher than expected. Revenue from the *Newsletter* is \$40,117 lower than expected.
- *Prospect mailing* contributions are \$30,166 more than budgeted. This is probably because of the use of a new test packet, the timing of the mailing and a strong set of returns.
- *Special Contributions* are \$64,610 higher than budgeted. Employer matching grants contributions were slightly lower than expected. Unsolicited contributions were significantly higher than expected (\$64,384 over budget). A \$10,000 grant from the Bardon-Cole Foundation was received.
- *Special Events* income is \$37,392 more than budgeted. This is primarily due to gifts from individual donors and funds raised from the auction.



Investment Income: \$12,055 higher than budgeted

- *Interest and dividends* are \$8,682 higher than budgeted.
- *Realized gains or losses* on the sale of investments are \$395 more than budgeted.
- *Unrealized gains or losses* on investments are \$4,963 more than budgeted.

**Expenses:**

Expenses are about \$80,759 more than budgeted: \$741,296 actual vs. \$660,537 in the budget.

Fundraising expenses: \$17,279 more than budgeted

- *Internal mailing* costs are about \$1,970 more than the budgeted amount.
- *Prospect mailing* costs are \$12,768 more than budgeted. The increase in prospect mailing costs reflects a third round of prospect mailings to maximize income in 2007.
- *Other fundraising* costs are about \$2,540 more than budgeted. These increases reflect higher than expected costs for the 40<sup>th</sup> Anniversary event.

Program expenses: \$6,649 less than budgeted

- *Grants Program* expenses are \$69,141 more than budgeted. General support grants are above budget by \$57,050. This reflects the decision to award an additional \$40,000 in celebration of the 40<sup>th</sup> Anniversary and an additional \$20,000 in the December grant cycle. Multi-year grants exceeded budget by \$18,000. Technical assistance grants were under budget by \$2,500.
- *Newsletter* costs are \$1,987 more than budgeted. This reflects the timing of bills received for printing costs and postage.
- *Web site* expenses are \$876 less than budgeted.

Administrative Expenses: \$1,708 less than budgeted

- *General and administrative* expenses are \$2,238 less than budgeted. This reflects the timing of accounting fees, rent payments, the donor database subscription, and property insurance increases.
- *Personnel and health insurance* expenses are \$2,358 less than budgeted. This primarily reflects the timing of pay periods and \$800 in unused staff development funds.
- *Board* expenses are \$935 less than budgeted. This reflects lower costs across the category.

**RESIST, Inc.**  
**Statement of Net Assets**  
**December 31, 2007 and 2006**

**ASSETS**

	<b>2007</b>	<b>2006</b>
<b>CURRENT ASSETS:</b>		
Cash	147,550	137,736
Investments	543,301	477,022
Grants Receivable, Current	10,000	10,000
Prepaid Expenses, Inventory and Other Current Assets	8,059	16,519
Total Current Assets	<u>708,910</u>	<u>641,277</u>
Property and Equipment, Net	<u>4,152</u>	<u>4,152</u>
<b>OTHER ASSETS</b>		
Grants Receivable, Long-Term	10,000	10,000
Deposits	2,230	2,230
Total Other Assets	<u>12,230</u>	<u>12,230</u>
Total Assets	<u><u>725,292</u></u>	<u><u>657,659</u></u>

**LIABILITIES AND NET ASSETS****LIABILITIES**

Grants Payable	81,000	83,000
Accounts Payable and Accrued Expenses	2,671	9,885
Accrued Payroll and Related Costs	9,856	9,773
Total Liabilities	<u>93,527</u>	<u>102,658</u>

**NET ASSETS**

Net Assets, Beginning of Year	555,001	221,640
Change in Net Assets	76,764	333,361
Net Assets, End of Year	<u>631,765</u>	<u>555,001</u>

<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u><u>725,292</u></u>	<u><u>657,659</u></u>
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**RESIST, Inc.**  
**Statement of Activities**  
**For the Periods Ended December 31, 2007**

	YTD	2007	+/-
	ACTUAL	BUDGET	BUDGET
<b>SUPPORT AND REVENUES</b>			
Gifts and Pledges			
Internal Mailings	369,067	378,000	(8,933)
Prospecting Mailings	62,166	32,000	30,166
Special Contributions	212,310	147,700	64,610
Special Events Income	114,392	77,000	37,392
Total Gifts and Pledges	757,935	634,700	123,235
Investment Income			
Interest and Dividend Income	17,857	9,175	8,682
Realized and Unrealized Gain/(Loss)	11,157	5,800	5,357
Total Investment Income	29,014	14,975	14,039
Other Support and Revenue	5,679	5,475	204
<b>TOTAL SUPPORT AND REVENUES</b>	<b>792,628</b>	<b>655,150</b>	<b>137,478</b>
<b>FUNCTIONAL EXPENSES</b>			
Fundraising Costs			
Internal Mailings	22,770	20,800	1,970
Prospecting Mailings	64,268	51,500	12,768
Other Fundraising	39,690	37,150	2,540
Total Fundraising Costs	126,729	109,450	17,279
Program Services			
Grant Awards	308,641	239,500	69,141
Grant Program	2,710	3,950	(1,240)
Newsletter Costs	33,887	31,900	1,987
Website and Internet	1,224	2,100	(876)
Total Program Services	346,462	277,450	69,012
Administrative Costs			
Personnel	192,029	194,387	(2,358)
General and Administrative	74,262	76,500	(2,238)
Board Expenses	1,815	2,750	(935)
Total Administrative Costs	268,105	273,637	(5,532)
<b>TOTAL FUNCTIONAL EXPENSES</b>	<b>741,296</b>	<b>660,537</b>	<b>80,759</b>
<b>CHANGE IN NET ASSETS</b>	<b>51,332</b>	<b>(5,387)</b>	<b>56,719</b>
<b>EXTRAORDINARY DONATIONS</b>	<b>28,759</b>	<b>28,000</b>	<b>759</b>
<b>SUSPENSE</b>	<b>3,327</b>	<b>0</b>	<b>3,327</b>
	25,432	28,000	(2,568)
<b>TOTAL INCREASE (DECREASE) IN NET ASSETS</b>	<b>76,764</b>	<b>22,613</b>	<b>54,151</b>



**RESIST, Inc.**  
**Statement of Activities**

Ordinary Income/Expense	Jan - Dec 07	Budget	+/- Budget
<b>Income</b>			
<b>Internal Mailings</b>			
Pledges	154,284	140,000	14,284
Newsletter	37,883	78,000	(40,117)
ABC/House mailings	176,900	160,000	16,900
<b>Total Internal Mailings</b>	369,067	378,000	(8,933)
<b>Prospecting</b>	62,166	32,000	30,166
<b>Other Revenue</b>			
Fiscal sponsorship fees	250	350	(100)
Royalties	142	600	(458)
T-shirt sales	4,260	2,500	1,760
T-shirt expense	(3,224)	(2,000)	(1,224)
NWTRCC	4,048	4,000	48
Miscellaneous revenue	202	25	177
<b>Total Other Revenue</b>	5,679	5,475	204
<b>Special contributions</b>			
Board Fundraising	1,834	1,500	334
Foundations	10,000	10,000	0
Matching Grants	341	1,200	(859)
Unsolicited	199,384	135,000	64,384
Holmes	150	0	150
Stocks & Bonds	600	0	600
<b>Total Special contributions</b>	212,310	147,700	64,610
<b>Special Events Income</b>			
Auction	13,179	0	13,179
Advertising	8,976	6,000	2,976
Corporate Sponsors	2,750	16,000	(13,250)
Individual Donors	77,047	40,000	37,047
Misc. Income	720	15,000	(14,280)
Organizational Sponsors	1,500	0	1,500
Ticket Sales	10,220	0	10,220
<b>Total Special Events Income</b>	114,392	77,000	37,392
<b>Investment Income</b>			
Bank Interest	681	100	581
Bond Interest	3,571	4,000	(429)
Calvert Bond	0	3,000	(3,000)
Dividends and Interest	4,057	250	3,807
Domini Social Investment	0	125	(125)
Interest on Matured CD's	8,617	0	8,617
Interest-savings/short-term inv	176	0	176
Neuberger Berman	754	200	554
Schwab One Accounts	0	1,500	(1,500)
<b>Total Investment Income</b>	17,857	9,175	8,682
<b>Realized gain or loss</b>	695	300	395
<b>Unrealized gain (loss)</b>			
Bonds	(1,388)	2,500	(3,888)
CD	(55)	0	(55)
Mutual Funds	(90)	0	(90)
Neuberger Berman	626	3,000	(2,374)
Stocks	11,349	0	11,349
Unrealized gain (loss) - Other	19	0	19
<b>Total Unrealized gain (loss)</b>	10,463	5,500	4,963
<b>Total Income</b>	792,628	655,150	137,478



RESIST, Inc.  
Statement of Activities

Ordinary Income/Expense	Jan - Dec 07	Budget	+/- Budget
<b>Expense</b>			
<b>Internal Mailing Costs</b>			
<b>Pledge Program</b>			
Printing	1,713	2,200	(488)
Postage	1,607	1,600	7
Mailhouse	1,540	1,200	340
<b>Total Pledge Program</b>	4,860	5,000	(140)
<b>ABC/House Mailings</b>			
Printing	4,792	4,600	192
Postage	4,750	4,200	550
Mailhouse	4,214	2,000	2,214
Consultant	4,155	5,000	(845)
<b>Total ABC/House Mailings</b>	17,911	15,800	2,111
<b>Total Internal Mailing Costs</b>	22,770	20,800	1,970
<b>Prospecting Mailing Costs</b>			
Printing	12,556	16,000	(3,444)
Postage	23,878	15,500	8,378
Mailhouse	6,496	5,500	996
Consultants	17,050	7,500	9,550
Photos and graphics	150	500	(350)
List rentals	4,139	6,500	(2,361)
<b>Total Prospecting Mailing Costs</b>	64,268	51,500	12,768
<b>Other Fundraising Costs</b>			
<b>Thank you cards</b>			
Printing	60	350	(290)
Postage	1,090	900	190
Purchase	0	150	(150)
<b>Total Thank you cards</b>	1,150	1,400	(250)
<b>Special Events</b>			
Printing	4,914	6,000	(1,086)
Postage	3,248	4,200	(952)
Consultants	8,901	8,000	901
Mailhouse	846	2,000	(1,154)
Event Costs	20,631	15,000	5,631
<b>Total Special Events</b>	38,540	35,200	3,340
<b>Other</b>			
Misc costs	0	50	(50)
Promo T-shirts	0	500	(500)
<b>Total Other</b>	0	550	(550)
<b>Total Other Fundraising Costs</b>	39,690	37,150	2,540
<b>Grant</b>			
General Support Grants	235,550	178,500	57,050
Multi-year grants	66,000	48,000	18,000
Technical Assistance Grant	3,500	6,000	(2,500)
Salzman	0	3,000	(3,000)
NWTRCC donor directed grants	3,591	4,000	(409)
<b>Total Grant</b>	308,641	239,500	69,141
<b>Grants Program</b>			
Library	0	100	(100)
Printing	2,113	2,500	(387)
Postage	597	750	(153)
Membership Dues - organization	0	600	(600)
<b>Total Grants Program</b>	2,710	3,950	(1,240)



## Statement of Activities

Ordinary Income/Expense	Jan - Dec 07	Budget	+/- Budget
<b>Newsletter Costs</b>			
Printing	20,190	18,000	2,190
Postage	7,992	8,500	(508)
Mailhouse	5,403	5,000	403
Consultants	252	100	152
Photos and graphics	50	300	(250)
<b>Total Newsletter Costs</b>	<b>33,887</b>	<b>31,900</b>	<b>1,987</b>
<b>Website &amp; Internet</b>	<b>1,224</b>	<b>2,100</b>	<b>(876)</b>
<b>Personnel</b>			
Employee Salaries	148,970	148,969	1
Payroll taxes	12,009	12,960	(951)
Pension plan match	5,959	5,959	(0)
Health insurance	24,285	23,869	416
Workers compensation	806	630	176
Staff development	0	2,000	(2,000)
<b>Total Personnel</b>	<b>192,029</b>	<b>194,387</b>	<b>(2,358)</b>
<b>General and Administrative</b>			
Supplies	3,607	2,800	807
Printing & copying	1,181	1,000	181
Books, subscriptions, reference	1,350	2,500	(1,150)
Dues and fees	329	900	(571)
Telephone	2,552	2,800	(248)
Minor office equipment	3,195	850	2,345
Equip rental & maintenance	615	1,500	(885)
<b>Insurance</b>			
Liability	1,379	900	479
Director and officers	2,225	2,300	(75)
Computer	15	80	(65)
Property	211	900	(689)
<b>Total Insurance</b>	<b>3,830</b>	<b>4,180</b>	<b>(350)</b>
<b>Postage, shipping, delivery</b>			
UPS	0	25	(25)
Meter Rental	595	470	125
US Post Office	1,177	2,000	(823)
Postage due/BRE envelopes	2,130	2,700	(570)
<b>Total Postage, shipping, delivery</b>	<b>3,902</b>	<b>5,195</b>	<b>(1,293)</b>
<b>Professional Fees</b>			
Temporary help	3,006	3,500	(494)
Accounting	11,813	12,500	(688)
Consultants	520	500	20
Brokerage fees	2,322	650	1,672
<b>Total Professional Fees</b>	<b>17,661</b>	<b>17,150</b>	<b>511</b>
<b>Advertising and Outreach</b>			
Advertising	1,035	2,000	(965)
<b>Total Advertising and Outreach</b>	<b>1,035</b>	<b>2,000</b>	<b>(965)</b>



## Statement of Activities

Ordinary Income/Expense	Jan - Dec 07	Budget	+/- Budget
Occupancy expenses			
Rent	42,413	39,150	3,263
Repairs and maintenance	0	400	(400)
Utilities	3,510	5,000	(1,490)
Real estate taxes	0	800	(800)
Sub lease (rent)	(16,200)	(16,200)	0
Sub lease (utilities)	(1,444)	(2,000)	556
Total Occupancy expenses	28,278	27,150	1,128
Travel & meetings expenses			
Conference, convention, meeting	132	750	(618)
Meals, food	537	600	(63)
Travel	837	1,800	(963)
Total Travel & meetings expenses	1,507	3,150	(1,643)
Total General and Administrative	69,040	71,175	(2,135)
Misc expenses			
Bank & credit card fees	2,847	2,200	647
Interest Expense			
Finance Charges	13	75	(62)
Late Fees	237	200	37
Total Interest Expense	250	275	(25)
Depreciation & amortization exp	0	2,500	(2,500)
Taxes	2,115	350	1,765
Misc expenses - Other	10		10
Total Misc expenses	5,222	5,325	(103)
Board Expense			
Copying	0	100	(100)
Postage	2	50	(48)
Travel	1,416	1,500	(84)
Food	397	600	(203)
Other	0	500	(500)
Total Board Expense	1,815	2,750	(935)
Total Expense	741,296	660,537	80,759
Net Ordinary Income	51,332	(5,387)	56,719
Other Income/Expense			
Other Income			
Extra Ordinary Income	28,759	28,000	759
Total Other Income	28,759	28,000	759
Other Expense			
Suspense	3,327	0	3,327
Total Other Expense	3,327	0	3,327
Net Other Income	25,432	28,000	(2,568)
Net Income	76,764	22,613	54,151



**40th Anniversary Income and Expenses  
as of December 31, 2007**

	<b>FY07</b>	<b>Budget</b>	<b>Variance</b>	<b>FY06</b>	<b>Total</b>
<b>Special Events Income</b>					
Advertising	8,976.00	6,000.00	2,976.00	0.00	8,976.00
Auction	13,179.00	0.00	13,179.00	0.00	13,179.00
Corporate Sponsors	2,750.00	16,000.00	(13,250.00)	1,500.00	4,250.00
Individual Donors	77,047.00	30,000.00	47,047.00	14,200.00	91,247.00
Misc Income	720.00	15,000.00	(14,280.00)	0.00	720.00
Organizational Sponsors	1,500.00	0.00	1,500.00	0.00	1,500.00
Ticket Sales	10,220.00	0.00	10,220.00	0.00	10,220.00
<b>Total Event Income</b>	<b>114,392.00</b>	<b>67,000.00</b>	<b>47,392.00</b>	<b>15,700.00</b>	<b>130,092.00</b>
<b>Special Events Expenses</b>					
Printing	4,914.00	6,000.00	(1,086.00)	0.00	4,914.00
Postage	3,248.04	4,200.00	(951.96)	0.00	3,248.04
Consultants	8,901.25	8,000.00	901.25	600.00	9,501.25
Mailhouse	845.71	2,000.00	(1,154.29)	0.00	845.71
Event Costs					
Auction	1,265.38				
Band	250.00				
Banners	504.00				
Bartending	1,380.00				
Beverages	1,385.60				
Catering	7,000.00				
DJ	450.00				
Food	311.67				
Honorarium	1,200.00				
Insurance	572.00				
Photography	650.00				
Rental Fees	3,982.39				
Sound	100.00				
Supplies	885.03				
Travel	591.61				
Total Event Costs	20,527.68	12,500.00	8,027.68	0.00	20,527.68
<b>Total Event Expenses</b>	<b>38,436.68</b>	<b>32,700.00</b>	<b>5,736.68</b>	<b>600.00</b>	<b>39,036.68</b>
<b>Net Income/Expenses</b>	<b>\$75,955.32</b>	<b>\$34,300.00</b>	<b>\$41,655.32</b>	<b>\$15,100.00</b>	<b>\$91,055.32</b>



**Fundraising Committee Meeting**  
**Carol, Diana, Malika, Kay, Marc**  
**1/31/08**

**Big picture: review of 2007 fundraising, donor demographics and identifying healthy proportions**

- The big picture of 2007 is that Resist had a very good year, with increases in renewal responses, acquisitions, major gifts, overall funds and a total of 1700 new donors in the last two years. The boom was likely due to anniversary excitement/giving, but there may be other factors.
- We could do an inquiry into age demographics, or we could just widen the scope through planned giving and e-fundraising, and we should focus on both equally
- According to a Jan/Feb 06 article in the Grassroots Fundraising Journal on how to evaluate funding proportions, Resist is doing well.

**Role of the fundraising committee and diversity of funding sources**

- There are two main categories for the role of the committee -- to assist new development staff and to do actual fundraising/find ways to motivate the rest of the board
- Two main areas that we want to actively pursue are events (especially house parties) and e-fundraising
- Mandy Carter wants to do a house party in North Carolina, Marc may work with her on that
- Carol will talk to Highlander Center for insight into house parties, Diana to Appalachian Community Fund
- Follow-up is very important for events, which we still need to do for the 40th
- As far as e-fundraising, Malika and Christy are beginning to meet about ideas

**Composition of fundraising committee**

- We need to think about what skills we still want – someone who is tapped into e-fundraising? Long-time supporters of Resist? Specific fundraising skills?

**Board Fundraising**

- Board shouldn't be required to donate a certain amount, but they should be encouraged to help fundraise
- For events, we could pair up a member of the fundraising committee with a member of the board
- We should encourage board members to look at their travel schedules and to think about making connections related to Resist when traveling (by bringing the newsletter, planning house parties, etc)

- With a diversified funding plan, we can be creative with asking board members to do things other than ask for money
- We should ask board members again to become pledge supporters

#### **Next Steps**

- Malika will prepare a list of the major donors from the 40<sup>th</sup> anniversary for the next meeting
- Malika and Diana will ask board members to look at their travel schedules and to consider pledging
- Diana will contact the Appalachian Community fund to get ideas/insight on house parties
- Carol will contact the Highlander Center
- Everyone will continue to think about what an additional person could bring to the committee



FY2008 APPEALS	Mail date	Quantity	% Resp	Gifts	Av Gift \$	Income	Cost/M	Expense	Net \$	CPDR	Cost/ Donor
Acquisition #1	3/3/2008	50,000	1.20%	600	\$30	\$18,000	\$430	\$21,500	-\$3,500	\$1.19	\$36
?Acquisition #2											
Acquisition #3	11/10/2008	70,000	1.40%	980	\$38	\$37,240	\$417	\$29,190	\$8,050	\$0.78	\$30
House #1	3/x/08	7,500									
House #2	6/x/08	7,800									
House #3	9/x/08	7,800									
House #4 _ YearEnd	11/x/08	8,000									
<b>Total Acquisition</b>		<b>120,000</b>		<b>1,580</b>	<b>\$35</b>	<b>\$55,240</b>	<b>\$422</b>	<b>\$50,690</b>	<b>\$4,550</b>	<b>\$0.92</b>	<b>\$32</b>
<b>Total House</b>		<b>31,100</b>									

<i>Budget_ Acquisition</i>						<i>\$55,000</i>		<i>\$50,700</i>	<i>\$4,300</i>	<i>\$0.92</i>	
<i>Budget_ House</i>						<i>\$185,000</i>		<i>\$19,100</i>	<i>\$165,900</i>	<i>\$0.10</i>	

Add'l pledge efforts: Prospect via acks or phoning? Pledge upgrade efforts? Pledge reinstate lapsed efforts?

NG 1/22/08

**Grant Committee  
Minutes  
January 24, 2008**

Present: Carmen, Yafreisy, Robin

**1. Weeding**

There are 6 proposals to look at for the February cycle. There are still 29 proposals in the cycle, including one multi-year grant renewal.

**2. Workplan for 2008**

Talk about electronic applications with Christy. Easier to get out to the Board and more quickly. Also talk to Christy about setting up a Board page on the website which includes a calendar.

*a. Meeting Dates*

March 19	9:30
May 14	9:30
July 16	9:30
September 17	9:30
November 19	9:30

*b. Priority of topics for discussion.*

1. Develop *political discussions* for Board meetings on:

Develop a discussion for April on how alternative strategies for organizing are used in different communities.

Future Discussions:

- the role of faith-based organizing and how it fits in to RESIST funding
- the changing politics of the anti-nuclear movement and new environmental/energy politics (i.e. nuclear as the new "clean" energy).
- the changing face of the peace movement

*c. Questions Raised by the Board*

***Proposal:***

New drafts of General Support and Multi-Year applications for approval.

*Question raised:*

Should people be required to research local population statistics/analysis and explain if their diversity doesn't match up.

*Recommendation:*

The Board should keep diversity statistics in mind when reading proposals. It will be a role for staff to see if the application matches with diversity statements for rural groups.

General Grant Issues

How do we follow-up on/hold accountable groups we take political chances on regarding reproductive stances, women, glbt, and organizational diversity issues.

While follow up is already done in the following application to see if their approach and work has changed- groups still sometimes come back without changes. Currently do it case-by-case. There is a lot of discretion- so the outcome is not predictable. Is this both unfair to the applicant and does it weaken the value of question #11?

*Recommendation:*

Include in the Board packet the prior letter raising concerns and enable the Board to look at the issues and the current positions. If the group sends a letter in response- include that as well.



### **3. Standards for the Multi-Year Grant Program**

Original Proposal: *In order to be eligible to apply for a multi-year grant, an applicant must have received full funding for its most recent grant award.*

10/07: Intent approved but new language needed to clarify the meaning of "full funding."

New Proposal: *In order to be eligible to apply for a multi-year grant, an applicant must have received the maximum funding available for its most recent general support award.*

### **4. Next Meeting**

March 19 at 9:30.

#### **Parking Lot (in no particular order)**

- a. *Recommend* a policy for the analysis of grants when organizing centers apply where the group acts as an incubator for other organizations (e.g peace and justice centers).
- b. *Develop* a policy for how to deal with budget discrepancies or incomplete budget information
- c. *Review* the number and content of grants received from groups working in Native American communities. Discuss more outreach to activist groups
- d. *Develop* a Board discussion to articulate organizational policies about RESIST's standards for diversity and political positions.
- e. *Develop* a board discussion about accessibility grants and how to evaluate requests for ongoing programs vs. one-time events.

**February 2008  
Grant Committee  
Screening List**

**1. Anti-War Committee Education Fund**

**\$3,000**

1313 5th Street, SE, Minneapolis, MN 55414 Leah Entenmann 612/379-3899 [www.antiwarcommittee.org](http://www.antiwarcommittee.org)  
Funding to organize a broad-based peace and social justice movement that stands in solidarity with communities affected by U.S. foreign policy both at home and abroad.

Decision:            Leave In \_\_\_\_\_ No ☒ Undecided \_\_\_\_\_

Comments:

Meat of the work not exciting. Still almost all-white after all these years. A well-written proposal- but may not be reflective of the work. Partner with other groups.

**2. Arab Women Active in the Arts and Media (AWAAM)**

**\$3,000**

515 Saint Marks Avenue, Suite 3A, Brooklyn, NY 11238 Mona Eldahry 917/703-0488 [www.awaam.org](http://www.awaam.org)  
Funding to enable Arab and Muslim women to take leadership and make their voices heard in social justice movements.

Decision:            Leave In \_\_\_\_\_ No ☒ Undecided \_\_\_\_\_

Comments:

Might be interesting but cannot figure out what they do. Application is very sparse and poorly written. Send a letter asking for another proposal.

**3. Coalition to March on the RNC and Stop the War**

**\$3,000**

c/o Anti-War Committee, 1313 5th Street, SE, Minneapolis, MN 55414 Meredith Aby 612/234-8774  
[www.protestrnc2008.org](http://www.protestrnc2008.org)

Funding to organize a rally and march to protest the war in Iraq on the first day of the Republican National Convention in St. Paul.

Decision:            Leave In \_\_\_\_\_ No ☒ Undecided \_\_\_\_\_

Comments:

Is this actually a separate organization or a sub-group of the Anti-War Committee? Budget is \$145,000- but no concrete fundraising plans. Claim endorsements from major peace and justice groups- but none are listed as references.

**4. Friends of Justice**

**\$3,000**

3415 Ainsworth Court, Arlington, TX 76016 Alan Bean 817/457-0025 <http://friendsofjustice.wordpress.com>  
Funding to work in communities across Texas and Louisiana to restore due process protections to low status defendants and demand high standards of accountability for public officials.

Decision:            Leave In \_\_\_\_\_ No ☒ Undecided \_\_\_\_\_

Comments:

What do they do? Application is unclear. Budgets and financial statements are confusing. Come back with a better proposal- more specific about their programs and history.

**5. Oregon Peace Institute**

**\$3,000**

P.O. Box 751, Portland, OR 97207 Tom Hastings 503/725-9173 [www.peacevoice.info](http://www.peacevoice.info)

Funding to promote and make available education and resources for peace and nonviolent conflict resolution in individual, community, national, global and environmental contexts.

Decision:            Leave In \_\_\_\_\_ No ☒ Undecided \_\_\_\_\_

Comments:

4 people placing peace commentaries in mainstream media outlets. No organizing.



**6. Umatilla Morrow Alternatives**

**\$3,000**

1115 E. Thomas Avenue, Irrigon, OR 97844

Frank Roa

541/922-0126 [www.umalt.com](http://www.umalt.com)

Funding to advocate for equality, leadership, education and dignity among all under-served minority populations.

Decision: Leave In \_\_\_\_\_

No ☒ \_\_\_\_\_

Undecided \_\_\_\_\_

Comments:

Sparse application. Majority of focus seems to be on HIV/AIDS issues- but work is unclear. Can come back if more clarity in the future.

## **Tribute and Memorial Grant Recommendations - 2007**

### **1. KEN HALE TRIBUTE GRANT**

The Ken Hale Tribute Grant is given in memory of the life and work of Ken Hale, one of the world's foremost linguists and a passionate activist for justice. This grant is given to support organizations which ensure that the voices of those most affected are given primacy in the struggle to protect and expand civil, cultural and political rights, with a high priority given to the efforts of indigenous peoples.

#### **UNETE, Center for Farm Worker Advocacy (Medford, OR)**

Funding for a Latino-led organization empowering farm workers and immigrants to advocate for their rights.

### **2. MIKE RIEGLE TRIBUTE GRANT**

The Mike Riegle Tribute Grant is given in memory of the life and work of local Boston activist Mike Riegle. Mike was a supporter of prisoners' rights, gay and lesbian liberation, and the radical movement for justice.

#### **Ex-Prisoners and Prisoners Organizing for Community Advancement (Worcester, MA)**

Funding for an organization of ex-prisoners, felons, allies and family working for reform of the criminal justice system and to oppose the misuse of CORI information by employers and housing authorities.

### **3. FRIEDA FRIEDMAN SALZMAN MEMORIAL GRANT**

The Freda Friedman Salzman Memorial Endowment Fund "is dedicated to the purpose of supporting organized resistance to the institutions and practices that rob people of their dignity as full human beings... (giving) a high priority to the efforts of Native American peoples to resist cultural as well as actual genocide."

#### **Providence Youth-Student Movement (PrYSM) (Providence, RI)**

Funding for Year 3 of multi-year general support for an organization of Southeast Asian youth working for racial and economic justice.



**Staff Meeting**  
January 15, 2008

*Present:* Malika, Yafreisy, Robin, Christy (notes)

**Agenda**

1. Check-ins
2. Grants
3. Finances
4. Newsletter
5. Deposits
6. Audit
7. Business cards & phones

**1. Check-ins**

**2. Grants**

We've received 29 grants in the current cycle, and 23 have been entered. The Grants Committee will hopefully meet next week to weed out grants and to identify tasks for the year (or at least the beginning of the year). All of our \$350 checks (112 of them) have gone out. Our next grant deadline is February 1.

**3. Finances**

Sue is coming tomorrow to reconcile last month and to do our W-2's. The Finance Committee will meet on January 23. Money is still coming in and January is doing really well. We have already brought in about \$40,000. We had a huge December, \$260,000. Will we lose money this year because of the election? Still to be seen.

**4. Newsletter**

Christy is waiting on the lead article from Diana Digges, but once she hears back from Diana on timing she'll send out a timeline to the staff. The Communications Committee has weighed in on the next issue and would like to see something about youth organizing.

**5. Deposits**

There are 2 or 3 left in the box. Robin will give Malika 3 today. They are mostly renewals. Malika will try to have the box empty by the end of the week. In general we aim for a 24-48 hour turnaround on deposits.

**6. Audit**

Our audit with Linda is scheduled for January 12, 13 and 14. It's a boatload of work, and Robin will be giving us our sheets to fill out soon. We will need to count t-shirts. Unfortunately the boxes in storage were opened by someone, and the inventory sheets for each box are gone. We may need to set aside a day to deal with registering as a charity in other states – we can't risk getting another management letter this year.

**7. Business cards & phones**

Yafreisy will order business cards for Christy and Malika. She'll also set up phone boxes for us and will email us about how to check them.



**Staff Meeting Minutes**  
**1/22/08**  
**Robin, Malika, Christy, Carol, Yafreisy**

Board Meeting

- Carol will write a letter to Starbucks (and maybe Diesel?) asking for coffee/bagel donations for our board meetings
- Depending on results, Christy will pick up seltzer/juice, Robin will pick up fruit, Malika and Yafreisy will divvy up coffee/bagels
- Robin will ask Steve if we can have conference space
- Robin will email the schedule for the day to board members
- Jean will type up the minutes from the December board meeting
- Robin or Yafreisy will gather the new grant-related policies in preparation for board meeting
- Yafreisy will talk to Cynthia about the political discussion, Carol will talk to Marc (about both leading it and finding an article for discussion)

Audit

- Robin will resend the master plan/to do audit list to staff
- Robin would like all audit-related materials back soon after the board meeting

Carol

- Jan 25<sup>th</sup> is her last day, but the staff will check in again this Thursday (1-24) to see if more time is necessary
- Yafreisy would like Carol to teach her more about a) Aplus and Groundspring, b) ordering supplies such as pledge labels and stationary c) the sequel program and the pledge transition (in 6 months or so)
- Robin would like Carol to teach her more about a) Sage reports and b) stocks
- Carol offered to do a Sage tutorial for all staff

Interns

- Yafreisy will put an advertisement on Idealist
- Yafreisy will email Janice Wang
- Malika (and perhaps Christy) will accompany Yafreisy to Wellesley in March
- The staff as a whole will come up with Masters-level intern projects, such as tax filing, web design, house parties etc

**Staff Meeting**  
**1/29/08**  
**Minutes**

**1. Check In**

**2. Carol's Transition**

Carol has been meeting with Malika and Christy. Malika would like Carol to review her notes to make sure she is on track. Christy feels that she has gotten a good amount of information from Carol and is ready to move forward.

Carol's last official day will be Thursday. She may come in off and on after that as necessary. Robin and Yafreisy will meet with her to figure out timing of health care and separation funds.

Staff will try to set up a good-bye event in about two weeks.

**3. Newsletter**

It is coming along well- with the goal of getting to the printer this week. Christy is waiting for Carol's article, but hopes to finish the layout today. She may come in Friday if necessary.

Next issue is on youth organizing. Christy will select a topic for the lead article. Yafreisy and Robin will provide her with suggestions of writers for the pieces.

**4. Board Meeting**

Christy will get beverages. Robin will get fruit. Malika will get bagels and cream cheeses. Yafreisy will get coffee. Kay and Carol Gomez are doing lunch. Staff will call to find out who is attending. Confirmations are: Marc, Cynthia, Miabi, Diana, Jim, Christy, Malika, Yafreisy and Robin. Calls will go out to: Nikhil, Carol Gomez, Kay, Carmen and Camilo.

**5. Grants**

There are 23 grants in the cycle. Two are already completed- a multi-year and an emergency grant. Robin and Yafreisy went over how the grantmaking process works and where to find things in the packet.

**6. Supplies**

Christy and Malika will let Yafreisy know what supplies they need.

**7. Calendar**

Morton McCluskey called from WUSB in Stoneybrook, New York to see if someone would talk on his radio show on February 4<sup>th</sup> about RESIST. Robin will ask for volunteers from the Board and get back in touch with him.

School vacation week starts February 18<sup>th</sup>. Robin will be out for a few days- in at the end of the week.

During the week of the 25<sup>th</sup> Christy is planning to re-arrange her schedule so she comes in at the beginning of the week.

Malika has jury duty on February 11<sup>th</sup>.



**Staff Meeting Minutes**  
**2/14/08**  
**Yafreisy, Christy, Robin, Malika**

**1. General Office Issues**

Staff needs to work out a way to manage chores and bring up mail. For mail, the schedule will be Yafreisy on Mondays, Christy on Tuesdays, Malika on Wednesday and Fridays, and Robin on Thursdays. Robin will work on an excel spreadsheet to work out a chore schedule for trash, vacuuming, dishes and general clean-up. Malika will contact McAfee about getting her computer onto the network.

**2. Vacations**

Robin will take her spring vacation next week, but does not yet know the exact schedule. Yafreisy plans to take a 2 week vacation sometime in the spring or summer, Malika hopes to take a week also in the spring or summer.

**3. Audit**

All is on schedule. Staff needs to make copies of all incoming checks for over \$5,000. We need to remember to back up our computers on a regular basis. Yafreisy and Malika still need to finish counting the t-shirts.